

(Proposed)
**Equal Employment Opportunity (EEO) Advisory
 Committee**

EEO will promote a positive educational and working environment that will foster appreciation and inclusion of the diverse population of California by:

**Equal Employment Opportunity
 (EEO) Committee**

Mission Statement

EEO will promote a positive educational and working environment that will foster appreciation and inclusion of the diverse population of California by:

Established on/by	Proposed:	2024 Committee Charge Sheet language:
Meeting Schedule	Meets twice per semester (on a Tuesday from 2:30 p.m. to 4:00 p.m.) and as needed.	2nd Tuesday of every month
Charges	<ol style="list-style-type: none"> 1. Participate on the District Equal Employment Opportunity Advisory Council (DEEOAC). Advising, assisting, and making recommendations to the college on the implementation of a District-wide EEO plan. (EMP Objective 1.1, 1.3, 1.6). 2. Work with the District Office and HR, to implement effective equal employment opportunity practices and programs at the college. This includes, but is not limited to, visibility of staff diversity and disability access. (EMP Objective 1.1, 1.2, 1.3, 1.4, 1.5, 1.6). 3. Encourage, sponsor or co-sponsor events, training, or other activities that promote equal employment opportunity such as; non-discrimination, unconscious bias awareness, cultural/disability awareness, employee diversity and retention, and cross-cultural communication and collaboration as it relates to hiring. (EMP Objective 1.1, 1.2, 1.6, 2.2). 4. Provide guidance on the use of District and College EEO resources to advance institutional EEO goals and support equity-focused initiatives. 	<ol style="list-style-type: none"> 1) Advising, assisting, and making recommendations to the college on the implementation of a District-wide EEO plan. 2) Developing and implementing effective equal employment opportunity practices and programs at the college. This includes, but is not limited to, visibility of staff diversity and disability access. 3) Sponsoring or co-sponsoring events, training, or other activities that promote equal employment opportunity, non-discrimination, unconscious bias awareness, cultural/disability awareness, retention and diversity, and cross-cultural communication and collaboration. 4) Creating a plan to monitor all selection committees for ethnic, gender, and disability balance, and to ensure the integrity of following the requirements and the intent of the EEO process to hire a more *diverse workforce and report the findings to the President for any necessary action (specific action if required) (see 4c and Employee Demographics). 5) Participating on the District Equal Employment Opportunity Advisory Council (DEEOAC).

		<p>6) Working with college and District leadership to provide regular annual reporting to various constituencies/forums on the status (and changes) in the diversity of LMC’s workforce. (see 4cd and Employee Demographics)</p>
<p>Primary Accreditation Standards Supported</p>	<p>Standard 3: 3.1 The institution employs qualified faculty, staff, administrators, and other personnel to support and sustain educational services and improve student success. The institution maintains appropriate policies and regularly assesses its employment practices to promote and improve equity, diversity, and mission fulfillment.</p> <p>3.2 The institution supports its employees with professional learning opportunities aligned with the mission and institutional goals. These opportunities are regularly evaluated for overall effectiveness in promoting equitable student success and in meeting institutional and employee needs</p> <p>Standard 4: 4.3 The institution’s decision-making structures are used consistently and effectively. Institutional decision-making practices support a climate of collaboration and innovation that advances the mission and prioritizes equitable student outcomes.</p>	<p>3.1 The institution employs qualified faculty, staff, administrators, and other personnel to support and sustain educational services and improve student success. The institution maintains appropriate policies and regularly assesses its employment practices to promote and improve equity, diversity, and mission fulfillment.</p> <p>3.2. The institution supports its employees with professional learning opportunities aligned with the mission and institutional goals. These opportunities are regularly evaluated for overall effectiveness in promoting equitable student success and in meeting institutional and employee needs.</p> <p>3.3. The institution evaluates its employees regularly, using clear criteria that align with professional responsibilities and reflect the institution’s mission and goals.</p>
<p>Committee Chair(s), Group Recorder</p>	<p>Co-Chair – Vice President of Administrative Services Co-Chair – Sr. Dean of Diversity, Equity, Inclusion & Belonging (DEIB) Group Recorder – TBD</p>	<p>Co-Chair – Vice President of Administrative Services Co-Chair – Sr. Dean of Diversity, Equity, Inclusion & Belonging (DEIB) Group Recorder –</p>
<p>Members</p>	<p>Proposed Membership:</p> <ul style="list-style-type: none"> • Co-Chair – Vice President of Administrative Services 	<ul style="list-style-type: none"> • 3 Classified Senate Members • 3 Academic Senate Faculty

	<ul style="list-style-type: none"> • Co-Chair – Sr. Dean of Diversity, Equity, Inclusion & Belonging (DEIB) • Faculty – Academic Senate • Faculty – UF • Classified Professional – Local 1 • Classified Professional – Classified Senate • Student – LMCAS • Student - Employee • Manager - Instruction • Manager - Student Services • LMC HR Staff (College Human Resources Assistant) 	<ul style="list-style-type: none"> • 3 Management • 3 Students
Primary Reporting Relationship	Advisory Committee to: District EEO (DEEOAC) College EEO Officer (VP Business & Admin Services)	Report to Shared Governance Council (SGC) District EEO (DEEOAC)
Potential Subcommittees	N/A	N/A
Website	https://www.losmedanos.edu/eoo/	https://www.losmedanos.edu/eoo/
Evaluation	Assess advisory model by the end of Spring 2027; provide update to SGC	N/A
Last Updated	11.18.2025	November 5, 2024